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Beehive Pre-school
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Our Reference 108439

Dear Mr Amer Bashir

Outcome of monitoring visit for provision judged as inadequate

An Ofsted inspector, Sarah Haylett, carried out a monitoring visit of your provision on 05/12/2013. This visit follows on from your inspection where the provision was judged to be inadequate.

Outcome of the visit

As a result of our inspection on 12/06/2013, we sent you a welfare requirements notice.

The Welfare requirements notice required you to take all necessary steps to keep children safe by ensuring the provider has a clear understanding of the safeguarding procedures, especially in relation to any allegation made against an adult who cares for the children or is in regular contact with them.

We also issued a warning letter as you had not informed Ofsted of a change to the persons on the committee.

In addition we issued a notice to improve asking you take the following steps to meet the requirements of registration:

notify Ofsted about a change in members of the committee, giving Ofsted the new person's name, any former names or aliases, their date of birth and home address. Notification must be made as soon as is reasonably practicable, but always within 14 days.

ensure that the premises are fit for purpose by ensuring that the toilets provide sufficient privacy to safeguard children and protect their dignity, and by improving hygiene practices at snack time.

keep and implement a written statement of procedures to be followed for the

protection of children, intended to safeguard the children being cared for from abuse or neglect (compulsory part of the Childcare Register) .

maintain effective systems to ensure the registered person is suitable to work with children, which must include obtaining an enhanced Criminal Records Bureau check, is of integrity and good character, has skills and experience suitable for the work, is physically and mentally fit for the work (compulsory part of the Childcare Register).

ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (compulsory part of the Childcare Register).

keep and implement a written statement of procedures to be followed for the protection of children, intended to safeguard the children being cared for from abuse or neglect (voluntary part of the Childcare Register).

maintain effective systems to ensure the registered person; is suitable to work with children which must include obtaining an enhanced Criminal Records Bureau check, is of integrity and good character, has skills and experience suitable for the work, is physically and mentally fit for the work (voluntary part of the Childcare Register).

ensure that the premises and equipment used for the purposes of the childcare are safe and suitable for that childcare (voluntary part of the Childcare Register).

At the monitoring visit completed on 6 September 2013 you had made inadequate progress. However Ofsted recognised that the long standing manager left at short notice the week before the monitoring visit and you were in the process of reviewing processes and procedures.

The safeguarding policy had been reviewed and updated in July 2013. The previous manager was the designated person for safeguarding and the new managers planned to share this role. Unfortunately they had not been able to access specific training in the designated person for safeguarding role until November 2013 however one of the managers had recently completed safeguarding training as part of her Early Years Professional course. Some staff had completed safeguarding training recently and you were in the process of arranging safeguarding training for all staff and committee members in November 2013. The new managers had an adequate understanding of the steps to take should safeguarding concerns arise and they recognised the need to seek advice from other agencies if they had concerns or if allegations are made. However not all staff were confident in the procedures should safeguarding concerns arise and they were not clear about the process to follow should their concerns not be acted upon.

You had completed building work and extended the toilet area so that each cubicle

had a door to give children privacy. In addition you had installed a nappy changing table so that nappies are no longer changed while children lie on mats on the floor in the bathroom. In addition routines had been reinforced to ensure tables are wiped before children eat and that children eat from plates rather than food being placed directly onto the table.

Committee members had completed and submitted the relevant forms to Ofsted and you had taken steps to ensure criminal record bureau disclosures were obtained for all staff. Robust procedures were followed when recruiting a new member of staff, including advertising the post, sifting applications, carrying out interviews and carrying out references and criminal records checks.

Having considered all the evidence, the inspector is of the opinion that at this time the setting is making good improvement overall.

Overall effectiveness of the improvement and outcomes for children

A further monitoring visit was carried out on 5 December 2013 and you were found to have made good progress.

You have continued to keep Ofsted updated about changes in the committee members and staff checking procedures are adequately robust to ensure that new staff are suitable to work with children.

Although the risk assessments are basic, daily checks are completed each day which enable staff to identify potential hazards and take steps to minimise or eliminate them. The managers confirmed that they would ensure these checklists are evaluated and updated to take account of temporary changes.

Hygiene practices are in place, such as wiping tables before children eat their packed lunches and this protects children from the potential spread of infections.

All staff have completed safeguarding training and the two co-managers have attended specific training for the designated person for safeguarding. Both the managers and staff demonstrate an understanding of the possible signs of abuse and they have a working knowledge of the processes to follow should they observe such signs. The safeguarding policy has been updated and this reflects current safeguarding practice.

Ofsted will carry out a full inspection.

Next steps

Having considered all the evidence the inspector is of the opinion that at this time:

- The setting has made good improvement. The next visit will be a full inspection.

I hope that you have found the visit helpful in promoting improvement in your setting. If you have any further queries please contact us on the number at the top of this letter.

Yours sincerely

Susan Gregory HMI
National Director, Inspection Delivery